



August 6, 2019

Mr. Richard Marto
129 Long Drive
Irwin, PA 15642

Dear Mr. Marto:

This letter serves as official notification that your employment with Passavant Memorial Homes Family of Services is being terminated due to Assault/Terroristic Threats exhibited by:

-On Wednesday, July 31, 2019 it was reported to Human Resources that you threatened a staff. Human Resources called and placed you on a suspension. On Thursday, August 1, 2019 you came to the Greensburg Office and talked to Sue Weiss the Vice President of Human Resources and admitted to threatening a staff member by stating "I could shoot you for missing the training."

Passavant policy states Assault/ Terroristic Threats will result in termination. Therefore, your employment with Passavant Memorial Homes Family of Services has been terminated effective August 1, 2019.

As a terminated employee, you are no longer permitted on any Passavant owned property and you should also refrain from contacting any Passavant employee while they are on duty. It is required that the Passavant identification card, and any keys you may have in your possession be returned to the Human Resources Department or you will be charged \$125.00. Should Passavant receive reference requests regarding your employment, we will provide only the following professional reference information: dates of employment and position held. We regret that your employment has ended in this manner.

Sincerely,

Lisa Mores,
Human Resources Coordinator
(Written and signed with the review and approval of Janet Williams, Director of Human Resources)
cc: Personnel File

Marc Dreves
Gwen Simon

Corporate Attorney(s)

TOM KING, ESQUIRE
ANDREA C. PARENTI, ESQUIRE

Corporate Office

163 Thorn Hill Road
Warrendale, PA 15086
Telephone: (412) 820-1015